

DOCUMENTS OF THE GENERAL FACULTY

Following are the minutes of the regular Faculty Council meeting of March 11, 2019.



Alan W. Friedman, Secretary of the General Faculty and Faculty Council
The University of Texas at Austin

Arthur J. Thaman and Wilhelmina Doré Thaman Professor of English and Comparative Literature

**MINUTES OF THE REGULAR FACULTY COUNCIL MEETING OF
MARCH 11, 2019**

The seventh regular meeting of the Faculty Council for the academic year 2018-19 was held in the Student Activity Center, Room 2.302 on Monday, March 11, 2019, at 2:15 PM.

ATTENDANCE

Present: Darrell L. Bazzell, Kate Biberdorf, Casey A. Boyle, Stephen Boyles, Ethan R. Burris, Charlotte Canning, Sandra A. Catlett, Shannon E. Cavanagh, James H. Cox, Robert Crosnoe, James Davis, Brian L. Evans, Gregory L. Fenves, Alan W. Friedman, Samantha J. Fuchs, Donald S. Fussell, John M. Gonzalez, Lorraine J. Haricombe, Susan S. Heinzelman, Steven D. Hoelscher, Elena Ivanova, Brent L. Iverson, Huriya Jabbar, David M. Jenkins, Junfeng Jiao, David S. Junker, Jonathan Kaplan, Sarfraz Khurshid, Michael William Lee, Kristie J. Loescher, Bradford R. Love, Ayelet H. Lushkov, Ian D. McEntee, Maurie D. McInnis, Martha Menchaca, Gordon S. Novak, Jeeyun Oh, Ami Pedahzur, Natalie S. Poulos, Stephen D. Reese, Stuart A. Reichler, Lorenzo A. Sadun, Christen Smith, Mark J. T. Smith, Elissa C. Steglich, Stefano Tiziani, Jeffrey Treem, Maria D. Wade, Miguel V. Wasielewski, John A. Yancey, Yan Zhang.

Absent: Michelle Addington, C.J. Alvarez (excused), Payton R. Anderson (excused), Minou Arjomand, Jossianna Arroyo Martinez, Germine H. Awad, Jamie C Barner (excused), Phillip J. Barrish (excused), Colton R. Becker (excused), Christopher J. Bell, Jay M. Bernhardt, Anthony L. Brown (excused), Carlos M. Carvalho (excused), Lydia Maria Contreras, M. Lynn Crismon, Douglas J. Dempster, Randy L. Diehl, David J. Eaton (excused), Angela M. Evans, Ward Farnsworth, Rowena Fong, Norma L. Fowler (excused), Denise L. Gilman, Paul Goldbart, Antonio Gonzalez (excused), Michael H. Granof (excused), Jay C. Hartzell, Martha F. Hilley, Teresa Hubbard (excused), Thomas M. Hunt (excused), Benjamin Ibarra Sevilla (excused), Daniel T. Jaffe, Karen Johnson (excused), S. Claiborne "Clay" Johnston, Lynn E. Katz, Harrison Keller, Kerry A. Kinney, Cynthia A. Labrake (excused), Robert Joel Lewis, Stephen H. Marshall, Charles Robert Martinez, Eric T. Meyer, Leonard N. Moore, Sharon Mosher, Thomas G. Palaima (excused), Deborah Parra-Medina (excused), Anthony J. Petrosino (excused), Scott A. Rabenold, Mehraz S. Rahman (excused), Soncia Reagins-Lilly, Brenda A. Schumann (excused), Christopher M. Sedore, Jonathan L. Sessler (excused), Alexa M. Stuijbergen, Kimberly Sullivan (excused), Alexandra K. Wettlaufer (excused), Sharon L. Wood, Luis H. Zayas.

Voting Members:	42 present,	34 absent,	76 total
Non-Voting Members:	9 present,	24 absent,	33 total
Total Members:	51 present,	58 absent,	109 total

I. REPORT OF THE SECRETARY (D 16951-16952).

Prior to the Secretary's report, Chair Charlotte Canning (Professor, Theatre and Dance) said a few words about former UT Austin President Bill Powers, who passed away March 10. A moment of silence was held after her remarks. Secretary Alan Friedman (Professor, English) added comments of his own about President Powers, drawing particular attention to the Faculty Council's Vote of Confidence in his administration.¹

President Fenves appointed Memorial Resolution Committees for Ben H. Caudle, Professor Emeritus, Petroleum and Geosystems Engineering, and D. Charles Whitney, Professor, Journalism.

Memorial Resolutions were completed and submitted for Frederick N. Martin, Professor Emeritus, Communication Sciences and Disorders; Eugene H. Wissler, Professor Emeritus, Chemical Engineering; and Timothy J. Schallert, Professor Emeritus, Psychology.

Secretary Friedman welcomed a new member to Faculty Council. Effective March 8, Sandra A. Catlett (Executive Assistant, McDonald Observatory) replaced Wolfgang R. Bollich (Senior Laser Safety and IT Specialist) representing the Staff Council.

On March 6, President Fenves granted final approval for the addition of new instructor titles to the criteria used to determine voting members of the General Faculty in the *Handbook of Operating Procedures 2-1010*, General Faculty Membership.

The Educational Policy Committee is forming the two task forces called for by the Resolution to Redesign Student Course Exit Surveys and Reinvent the Evaluation of an Instructor's Impact on Academic Learning and Engagement. The Update to the Core Curriculum Course Lists for the *2019-2020 General Information Catalog* is still under review by the Texas Higher Education Coordinating Board. The Provost's office provided feedback for the Proposed Changes to the General Faculty Standing Committees in the *Handbook of Operating Procedures 2-1050-PM*, *2-1060-PM*, and *2-1060-PM*. The Standing Committees are reviewing the feedback.

II. APPROVAL OF MINUTES.

Secretary Friedman said the minutes for the February 18 regular Faculty Council meeting (D 16939-16944) had been posted online. When no corrections or additions were proposed, he announced them approved as submitted.

III. COMMUNICATION WITH THE PRESIDENT.

Gregory L. Fenves (President) shared some thoughts about President Powers. He credited Bill Powers with being the "main reason" he decided to come to UT Austin as Dean of the Cockrell School of Engineering in 2008. President Powers served UT Austin as a faculty member and then as the Dean of the School of Law before his nine-year tenure as President. His career at the University spanned forty years. His notable accomplishments include leading the "reform of undergraduate education," increasing the graduation rate, helping to found the Dell Medical School, and "defending [the] mission" of UT Austin as "a major public research university." President Fenves recounted his personal experience acting as the intermediary between the President's office and the Faculty Council during the special Council meeting called shortly after the July 4 weekend of 2014. He was part of a group actively working to "come to a resolution," while the Faculty Council met to hold a Vote of Confidence for President Bill Powers. Ultimately, he was able to announce to the Council that President Powers would be staying on another year before stepping down. The news was met with cheers and a standing ovation. President Fenves said that, when he left the meeting and returned to the President's office, President Powers was "emotional...to see the Faculty Council coming together in the middle of a summer, a packed Main 212, in support of not only him but what he stood for during his time as President."

President Fenves said that the second half of the legislative session was "going well" in terms of the budget and upcoming policy matters.

Gordon Novak (Professor, Computer Science) submitted a question asking whether there were existing plans to restore the rusting alphabetic letters on the UT Tower. President Fenves responded that there were not any Tower projects scheduled for the near future due to "higher priorities." The campus has "roughly...over a billion dollars of deferred maintenance," with a Replacement and Renewal budget of sixteen million a year.

¹ See Appendix A for a selection of comments from the meeting about President Bill Powers.

Lorenzo Sadun (Professor, Mathematics) submitted a question asking whether upper administrative officials currently undergo training to avoid bias in their supervisory and personnel decisions and to what extent such training should be required. President Fenves responded that upper administration has “standard training [for] all supervisory personnel”; it is “not specifically the bias training that we have faculty search chairs and...search committee members” take. However, he said that the senior administrative level is “always asking ourselves” whether “there are any biases that could enter into [the] discussion [or] decision.” He also said that he is “very proud” that UT Austin has diverse leadership at the senior executive level.

Sue Heinzelman (Professor, English; Women’s and Gender Studies) submitted a question asking why there is no written record explaining the final determination of promotion and tenure cases and whether the promotion and tenure procedures could be made more transparent. President Fenves responded that the President’s committees operate under policies formalized in the *Handbook of Operating Procedures*. When making a promotion and tenure decision, the President’s committee “conveys [the decision process] in its holistic way to the Dean.” President Fenves said that he does not feel “reducing...[promotion and tenure] discussions to a written record [is] beneficial to the overall process” and that faculty can work with their deans on opportunities for reconsideration or file a grievance with the Committee of Counsel on Academic Freedom and Responsibility (CCAFR). CCAFR grievances always receive a written response. Professor Heinzelman followed up by saying that she was concerned that candidates “turned back” at the level of the President’s committee seem to be “in an impossible position to respond” when they “have only what their dean tells them, which may be some version of a very complicated argument.” President Fenves said that he understood her point and emphasized that the deans have a responsibility to accurately “convey the substance of what those discussions were and the basis for the decision.”

Brian Evans (Professor, Electrical and Computer Engineering) asked President Fenves to describe how upper administration communicated expectations for promotion and tenure cases, especially for early cases shorter than the probationary period years. President Fenves said that Janet Dukerich, in her role as Senior Vice Provost for Faculty Affairs, was responsible for clearly conveying tenure criteria to faculty, departmental leadership, and deans. She has improved the written documentation for everyone involved in the promotion and tenure process, takes a “road show” on the process to requesting departments, and puts together promotion and tenure panels led by the President’s committee. Additionally, she does briefings specifically for department chairs and associate deans. The upper administration strives to honor the six year “normative time” for consideration to promotion from assistant to associate and from associate to full professor. Early cases must justify why promotion should be granted before the full six-year allotment.

Brian Evans asked whether six years was the normative time for the new non-tenure-track faculty titles. President Fenves said he did not believe they had determined on specific times. Hillary Hart (Director, Experiential Learning Initiatives, and Distinguished Senior Lecturer, Civil, Architectural, and Environmental Engineering) added that the report from a working group led by Judith Langlois (Professor, Psychology) suggests six years for lecturer to senior and senior to distinguished lecturer.

Brian Evans noted that in 2018-19² nearly 90% of promotion and tenure cases had a positive outcome.

Lorenzo Sadun asked about the UT salary gap program. He noted that “certain funding agencies like the NIH [National Institutes of Health] and CPRIT [Cancer Prevention and Research Institute of Texas] basically set caps on the summer salary that you’re supposed to be able to get from a grant,” and he asked why UT Austin has a program that “[pays] the difference” above the cap for high-wage faculty. President Fenves said that he would look into it and prepare an answer for the next meeting.

IV. REPORT OF THE CHAIR.

Chair Canning reported that she had been in conversation with the Provost’s Office about how to improve the Committee on Undergraduate Degree Program Review (CUDPR) and how to ensure greater faculty oversight of curricular change.

² Minutes originally stated, “last year nearly.” On March 26, 2019, Brian Evans clarified that the cases in question were from 2018-19.

Darrell Bazzell (Senior Vice President and Chief Financial Officer) continues to develop scooter policy, working closely with the General Faculty Standing Committee C-9: Transportation Policies.

Chair Canning has met with officials from the Dell Medical School to discuss voting rights for the Dell faculty based on current rules and policies. She encouraged Faculty Council to identify any Dell faculty interested in joining committees and said she would make sure Dell had “voices in the room.”

Since October 28, Chair Canning and the Chair of the C4 Educational Policy Committee (Christine Julien, Professor, Electrical and Computer Engineering) have had ongoing conversations with leaders of Student Government on how to address course content that involves sexual assault.

Chair Canning has also been involved with “the two task forces that will address teaching and course evaluations, the task force on exterior signs or signs in windows of buildings, training for budget councils and executive committees, and supporting the work of the graduate school task force.” In closing, she reiterated her call to committee chairs to reserve any needed time to present at a Faculty Council spring meeting.

V. REPORT OF THE CHAIR ELECT

Chair Elect Brian Evans reported on the March 4 joint meeting with the Texas A&M Faculty Senate. The event, which was funded by the office of President Fenves, involved presentations to and discussions among fifty attendees. Texas A&M University Chancellor John Sharp talked about restoring full state formula funding for higher education and also the Texas Research University fund. UT System Chancellor John Millikin talked about increasing educational opportunities in Texas, a major challenge with the population expected to double by 2050. Commissioner Raymund Paredes of the Texas Higher Coordinating Board spoke about the large and growing percentage of K-12 students who are economically disadvantaged. Texas institutions and universities must be prepared when this population seeks higher education. Commissioner Paredes discussed the 60x30 TX Higher Education Plan, which aims to have sixty percent of Texans ages twenty-five to thirty-four with a post-secondary degree or some other certification by 2030.

Invited legislators Senator Buckingham, Representative Hinojosa, and Representative Howard could not attend due to last-minute obligations. However, Representative Howard sent her Chief of Staff Jacob Cottingham and Senator Brandon Creighton, Chair of the Senate Higher Education Committee, sent Joel Resendez, the Staff Director of the Higher Education Committee.

A lengthy, lively discussion followed Assistant Commissioner Rex Peebles’ presentation on Fields of Study. The faculty governance groups from Texas A&M and UT Austin agreed to collaborate on a critique of fields of study, a report on how they impact each university, and suggestions for improving their implementation of fields of study, which is required by state law.

VI. UNFINISHED BUSINESS—None.

VII. REPORTS OF THE GENERAL FACULTY, COLLEGES, SCHOOLS, AND COMMITTEES—None.

VIII. NEW BUSINESS.

A. Annual Report of the University Libraries.

Lorraine Haricombe (Vice Provost and Director, University Libraries) referred to her PowerPoint slides³ throughout her presentation.

She said that the core functions of the UT Libraries are to “support research, teaching and learning,” “acquire content and curate collections,” “facilitate discovery of information,” and “preserve content.” These functions require a sustainable information resources budget, personnel, and modern infrastructure. Information resources represent forty-four percent of the Libraries budget. Forty-five percent of the budget goes to personnel costs, and infrastructure takes up seven percent.

³ <https://utexas.box.com/shared/static/hfx3q8rhlci68fb0wwwiops4ldb94rpr.pdf> (“State of the University Libraries” (pg. 10-24))

Director Haricombe said that Provost McInnis provided funding for the Libraries to reclaim space in the Tower for the Life Sciences Library. The digital asset management system is another advancement in infrastructure which will enable the Libraries' digital assets to be loaded and eventually made accessible.

UT Libraries has seen a decline in FTE (full time equivalent) personnel, but Director Haricombe emphasized that UT Libraries "[reviews] and [reassesses] what we actually need...based on your research." For example, they have created a new specialist position (Geographic Information Systems) and hired personnel to focus on research data management.

The acquisitions budget for the UT Libraries has remained flat, but "a flat budget indicates a loss in buying power." As the cost of acquisitions rises, UT Libraries struggles to find the funding to purchase everything faculty need for research and teaching.

The Provost's Office has launched a task force⁴ to "help us rethink what [UT Libraries] needs to be for the twenty-first century." There are three subcommittees: collections, digital scholarship, and library spaces, which has started holding open meetings and will continue to do so.

The timing of the task force's formation fortuitously coincides with the University of California System's decision to stop negotiating with Elsevier. Director Haricombe anticipates that the collections subcommittee will consider how UT Austin might rethink its relationships with publishers and vendors. Currently, the entire UT System has a five-year contract with Elsevier which will expire in December 2021. Restructuring UT Austin's engagement with publishers will require data, faculty support, administration support, library support, system-level support, and a clear sense of goals.

Director Haricombe closed her remarks with the UT Libraries Vision Statement: "The University of Texas Libraries will transform from a knowledge service provider within the University to be a preeminent and active partner within a rich and diverse learning and research ecosystem."

B. EID Password Change Campaign.

Autumn Shields (Lead IT Manager, Identity Access Management) announced that UT EID accounts with passwords from November 2015 and earlier will be required to change their passwords. The oldest active EID password is from 1997. The average age of a faculty and staff member's password is three years and ten months. There were 3,134 compromised EID accounts reported in 2018, a 161% increase from 2017. The mandatory password change is "one step in a larger project...to improve our password security."

Those required to change their passwords will receive two notification emails from the Information Security Office. Affected faculty members will start receiving notifications in April and will need to change their passwords by April 16 to avoid being forced to change it. Individuals could potentially be locked out of machines that require UT EID authentication, so it's important that passwords are changed before the deadline.

The UT Service Desk is prepared to assist individuals with any password change problems. It will be easier to set a password since EID password rules changed in October 2018. Passwords can now be comprised of pass phrases, dictionary words, spaces, and short sentences. An FAQ⁵ and a user guide are available.

IX. ANNOUNCEMENTS AND COMMENTS

- A. The April 15 Faculty Council meeting will be held in MAI 212.
- B. Faculty Council elections open March 25.
- C. Annual Reports of the General Faculty Standing Committees are due May 6.

X. QUESTIONS TO THE CHAIR—None.

XI. ADJOURNMENT

Chair Canning adjourned the meeting at 3:31 PM.

Distributed through the Faculty Council website <https://facultycouncil.utexas.edu/> on March 18, 2019.

⁴ <https://provost.utexas.edu/future-university-texas-libraries-task-force>

⁵ https://ut.service-now.com/sp?id=kb_article&number=KB0017230

Appendix A

Excerpts from the Transcript about President Bill Powers

Chair Charlotte Canning

I want to pause our business today, and, on behalf of Faculty Council Executive Committee, remember President Bill Powers, who passed away yesterday. Much has been said about Bill in the articles that have come out in the last twenty-four hours. Here, in the context of Faculty Council, I—I want to focus on Bill Powers' belief in the faculty of this University. His faith in us and in our research was total and complete. He stood up for the serendipity of discovery over profit/loss spreadsheets, for the ineffable connections knowledge can make over the predictability of mindless expansion, and, over all else, for the soul of the University. He may have had to focus on spreadsheets and growth, but he didn't want the faculty to have to do so at the expense of our development of new knowledge and our teaching. When it would have been politically expedient and perhaps even beneficial to abandon the faculty, Bill Powers simply refused. He knew that standing up for research and teaching was standing up for the future of education, for the future of coming generations, and, most importantly, for the future of our democracy.

In 2016, President Powers received the Texas Exes Distinguished Alumnus Award. Thanking everyone, he celebrated his good fortune, chiefly, for him, being a faculty member at UT Austin. "What a blessing," he marveled, and this is quoting him, "for me to spend my career here at UT as a member of the faculty, then as Dean, and President, and now, coming full circle, I am back to being a member of the faculty." End quote. But with blessings come responsibility, and he concluded his remarks that evening with a charge. It's the charge I want to end on because I think it is what is nearest—what was nearest and dearest to his heart. He said, quote, "UT is one of the world's great teaching and research universities and therefore, every single one of us needs to work every day to keep it that way and support our great university." End quote. As faculty, we have a special role in fulfilling that charge, and doing so every day is as important to us as it was to Bill. Faculty Council sends its condolences to Kim and their children and grandchildren. We also thank them for sharing him so generously with UT. Please join me in a moment of silence for our colleague, Bill Powers.

Secretary Alan Friedman

I would like to add a few words to what has already been said about Bill Powers, whom I esteemed highly as an administrator, a colleague, and a friend. What I perhaps valued most about Bill were his deep commitment to the tenets of higher education and his ability to engage both extramural and internal communities in fruitful dialogue about them. Bill schmoozed to the University's benefit with politicians, legislators, alums, and donors, and he consulted directly and often with faculty, staff, and students. Not only was his door always open, so too were his ears and mind, even after he had determined on a particular course of action. In my experience he was always willing to explain why he decided as he had, and also to reconsider when presented with a persuasive argument to the contrary. And Bill never failed to address and respect the individual with whom he was interacting, to honor that person's perspective and expertise, and to change course when doing so seemed appropriate. So many of his actions were aimed at helping to make UT the institution of the first-class it was meant to be and serving the shared interests of all its constituents. It was perhaps the finest action of this Council when, at a crucial moment in Bill's presidency and on behalf of the entire University community, it unanimously endorsed a Vote of Confidence in Bill Powers and his administration.

President Gregory Fenves

I am also going to talk about Bill Powers. So, Charlotte, thank you for your very eloquent statement, and Alan, I really very much appreciated your comments. And actually, I'll come back to something you said at the end of my brief remarks.

I'm only here at UT because of Bill. It was almost exactly eleven years ago this month that I first met Bill Powers when I was thinking of coming to the University of Texas as Dean of Cockrell School of Engineering, and personally, we hit it off right after our first meeting. He was the main reason I decided to come to the University.

Bill had a forty-year career here at UT. I knew him for about a quarter of that. Many of you that are here knew him for either the entire forty years or most of his forty years as a faculty member in the Law School

and then subsequently Dean of the Law School and then President of the University of Texas for a little over nine years, the second longest-serving President in the University's history.

His accomplishments as President I think are already well-known and well-discussed. Even before he became President, leading the task force on reform of undergraduate education that had so many tremendous impacts on this University and undergraduate education and teaching. Then, when he became President, his focus on us as a top teaching and research university—and he always used those two words together. His accomplishments in setting where we have transformed higher education in terms of our students not just coming to UT but graduating successfully. Bill set that goal of 70% along with the task force that Randy Diehl, Dean Diehl, chaired in 2011. When I talk about what we have done as a university in student success, a remarkable story in modern American higher education, I get asked the question, “well, how did you do it?” And my answer is multi-part, but the first part is the most important part, and that's leadership, a university leader saying, “this is important. We need to work together as a university to accomplish this goal not only for our students but for the credibility of higher education and what a college education means in today's society.” And so, Bill started that process off.

He was the impetus behind another major transformation at UT: Dell Medical School, and I saw firsthand how that came about beginning in 2011. And it would not have happened without Bill's commitment and without his leadership and without his ability to “schmooze” politicians in the process, which he had an unparalleled ability to do.

But what I really want to talk about is Bill's second half of his presidency that began early in 2011 and lasted until his very last day in office in June 2015. And that was, what is a major public research university? What is its mission? And defending that mission against people who had a very different view about what the role of higher education, especially public higher education, is. I had the opportunity to work with Bill quite closely during those four years from 2011-2015 when he truly was defending the University, and while much of that has been discussed over the years and since Bill stepped down as President, it took a tremendous toll on him emotionally. Many of us who are close to Bill Powers also believe it took a tremendous toll on him physically in those years and fighting the battle. He truly believed, as I do, that the faculty are the heart of a university. In fact, a university doesn't exist without the dedication of, the commitment, the excellence of the faculty, and I was going to reference what Alan already has about a very unique thing in American higher education of faculty having a Vote of Confidence in a President.

It doesn't happen that often, and I just want to finish my brief remarks with a little bit of a story. And some of you that were here around the July 4th weekend of 2014 will remember the events of July 4th weekend 2014 and shortly thereafter when it looked like Bill might be out of a job in a pretty short order. And it was that, it was the faculty vote that was very seminal in reaching the resolution, although not ideal, better than it had looked on July 4th of 2014. But I just want to reflect on the special Faculty Council meeting that was called a few days after the July 4th weekend when the outlook for the University was pretty uncertain. Bill and myself and others had been working behind the scenes over that weekend but had not come to a resolution, and Bill was saying, “I can't cancel a Faculty Council meeting. The Faculty Council is an independent body of the University. If they want to meet, they're going to meet.” So, the meeting went on ahead, still no final resolution. Hillary Hart was Chair of the Faculty Council that year and convened the meeting, and we were meeting upstairs in Bill's office. We had a whole group around the conference table. It was being live webcast, so we watched the beginning of the meeting and I was the designated person to go downstairs and, you know, sort of be there at the meeting since Bill clearly did not—shouldn't have been there. And so, I'm sitting off on the side and Alan starts out with a very fiery speech, as I recall, and speeches are continuing—I get a text message: “come on upstairs.” This doesn't sound good. So, I go upstairs, and they finally had had the resolution. We're sitting around Bill's conference table saying, “now what do we do?” Everyone pointed to me: “you go downstairs and tell the Faculty Council.”

I came downstairs, tapped on Hillary's shoulder, and said, “I need to speak.” Of course, that was the announcement that Bill was going to stay on for one more year before stepping down. There were cheers and a standing ovation. Many of you were there and know that. What I do want to tell you is I went back upstairs after the meeting was over. Bill's still sitting at the table, and I can't tell you how emotional he was to see the Faculty Council coming together in the middle of a summer, a packed Main 212, in support of not only him but what he stood for during his time as President. That's a memory I'll always remember, and I wanted to convey that to you all.